**PITT PATHWAYS PROGRAM SUMMARY**

The Pitt Pathways Program (the “Program”) is being launched as a key component of the University’s diversity and inclusion efforts relating to its staff employees.  The University recognizes that the diversity of its workforce is critical to its continued excellence, that its graduates possess unique skills, educational backgrounds and talents, and that the University will be significantly enhanced by the establishment and provision of a program. The University further recognizes that our region will benefit from the retention of talent, and that there should be continued efforts to increase the affordability of an education at the University.

For all of these reasons, the University seeks to attract and retain talented undergraduate students and future professionals, and in particular members of historically underrepresented groups, to promote leadership opportunities and careers in higher education.  The University encourages applications from individuals from all backgrounds and is committed to increasing the pipeline of talented individuals and professional opportunities for those interested in careers in higher education and administration.

Fellows will participate in professional development through part time work during the academic year, in addition to a post-graduation full-time work position designed to last a predetermined about of time. The work will be designed to enhance management and administrative skills and to assist in professional development. The Program provides fellows with opportunities to enhance their professional experiences by both working within an academic environment and working in an area that broadens and deepens previous opportunities. The Program also seeks to enrich and diversify the University community by employing innovative talented professionals.

The Cost of tuition during the Program participation period will be covered by the University. **Participants must secure and cover the cost of their housing and all other expenses.**  Post-graduation, each participant will receive a position for a predetermined about of time and a salary from the University.

The Program will begin in August 2017. The Fellows will be placed in departments throughout the University. Reflecting the academic and administrative diversity of the University community, assignments for each Fellow will differ. However, individual fellowship needs will be shaped by considering both the school's needs and the participant's career experience.

While the University will make efforts to place successful participants upon completion of the work obligation, there is no guarantee of permanent University employment upon completion of the Program.

**Application Process for Pitt Pathways Program**

Program Fellows should reflect the diverse, emerging leadership potential for outstanding professionals. Applicants must be a current University of Pittsburgh student enrolled student majoring in a field of study relevant to the field of human resources with a GPA minimum of \_\_ .

The evaluation of applications will be based on professional and academic achievement, a written statement of purpose, and three letters of recommendation. The final selection of Fellows will be based on interviews with the sponsoring departments and suitability for the Program. In order to assure full consideration, completed applications must be received via email at diversity@pitt.edu by **May 15, 2017**.